

2025 ECONOMIC REPORT

KANSAS CITY

REGION



The Kansas City Region is comprised of five counties in the west central part of Missouri. The region is home to several cities including Kansas City and Independence.

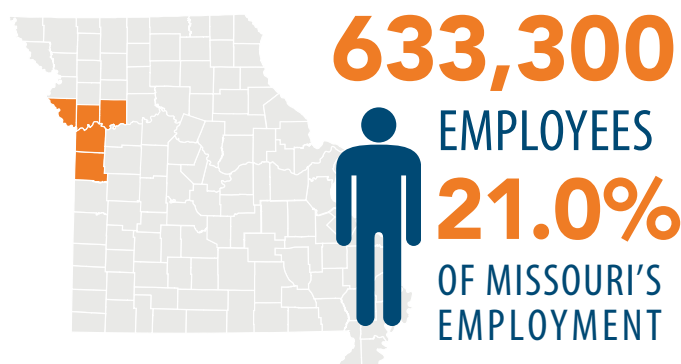
The Kansas City Region workforce had over 633,300 employees, making up 21.0 percent of Missouri's employment. In 2024, 50.5 percent of the workforce was male and 49.5 percent was female, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.6 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Kansas City Region, a trend continuing throughout Missouri and the U.S. In 2024, 22.5 percent of the workforce in the region was age 55 or older, up from 19 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation in 2024.

For the region, 20.7 percent of the workforce was non-white and 8.1 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Kansas City Region, 9.4 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Kansas City Region has a lower percentage of the population with a disability compared to the state. For the region, 11.2 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



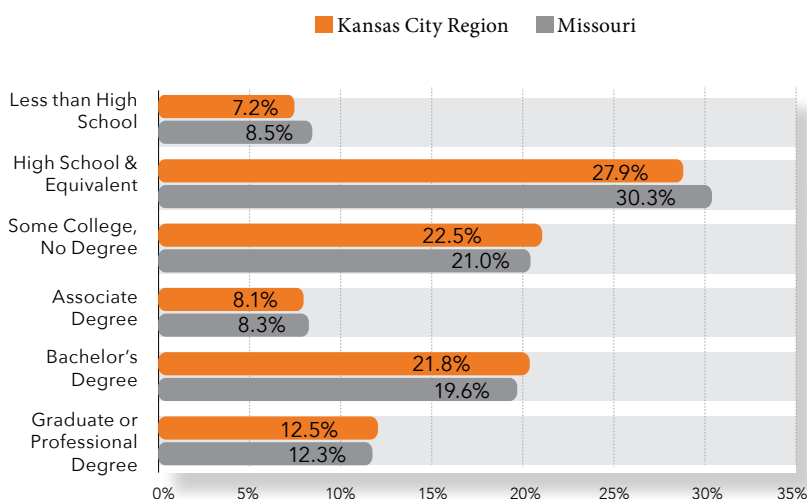
Workforce Demographics

	Kansas City Region	Missouri	United States
Average Monthly Employment in 2024	633,319	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.6%	3.7%	4.0%
Male	50.5%	49.9%	51.2%
Female	49.5%	50.1%	48.8%
Non-White	20.7%	18.1%	24.9%
Hispanic or Latino	8.1%	5.1%	18.3%
Ages 55 and Older	22.5%	23.5%	24.1%
With Disabilities (Ages 18-64)	11.2%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	10.3%	12.1%	11.6%
Language other than English (Ages 18-64)	9.4%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	42.4%	40.2%	43.8%
Veterans (Age 18-64)	4.8%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Kansas City Region are higher than the state average for those with bachelor's or advanced degrees. About 42 percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 7.2 percent of the region's population age 25 and older has less than high school education.

Educational Attainment

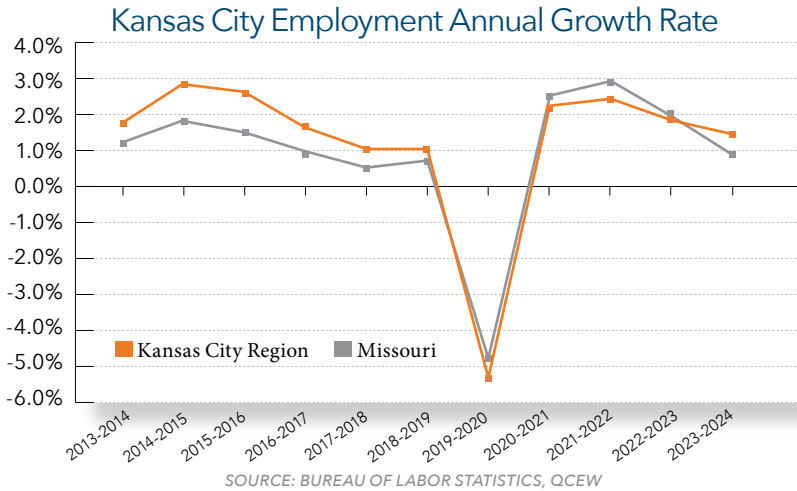


SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

KANSAS CITY REGION

INDUSTRY ANALYSIS

The Kansas City Region averaged over 570,100 jobs in 2024. The region gained 7,158 jobs, an increase of 1.3 percent from 2023 to 2024. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Kansas City Region averaged 1.5 percent compound annual growth for an overall gain of 7.7 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.



The *Health Care and Social Assistance* industry continued to have the highest employment in the Kansas City region, with nearly 88,000 jobs in 2024, a gain of over 5,600 jobs from 2020 to 2024, an increase of 1.3 percent compounded annually. *Retail Trade* was the second largest industry and gained over 5,300 jobs at a compound annual growth rate of 1.7 percent from 2020 to 2024.

The *Accommodation and Food Services* industry is the third largest employing industry in 2024 and added the most jobs, with a gain of 12,544 jobs since 2020. *Manufacturing* (7,839 jobs), *Transportation and Warehousing* (5,764 jobs), and *Health Care and Social Assistance* (5,611) also had large job gains. *Professional, Scientific, and Technical Services* and *Educational Services* are also among the largest industries in the region. *Management of Companies and Enterprises* lost 1,333 jobs at a compound annual rate of -2.6 percent from 2020 to 2024. *Public Administration*; *Professional, Scientific, and Technical Services*; and *Mining, Quarrying, and Oil and Gas Extraction* were the other industry sectors that decreased in employment compared to 2020.

Kansas City Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	82,372	87,983	5,611	1.3%	\$64,896
Retail Trade	60,723	66,074	5,351	1.7%	\$40,560
Accommodation and Food Services	44,105	56,649	12,544	5.1%	\$28,356
Professional, Scientific, and Technical Services	52,205	52,134	-71	0.0%	\$114,840
Manufacturing	44,267	52,106	7,839	3.3%	\$74,604
Educational Services	38,412	42,747	4,335	2.2%	\$49,728
Construction	28,997	34,491	5,494	3.5%	\$81,768
Administrative and Support and Waste Management and Remediation Services	30,302	30,371	69	0.0%	\$48,168
Finance and Insurance	28,408	29,255	847	0.6%	\$102,996
Transportation and Warehousing	22,907	28,671	5,764	4.6%	\$54,576
Wholesale Trade	25,578	25,997	419	0.3%	\$91,404
Other Services (except Public Administration)	15,105	17,687	2,582	3.2%	\$51,300
Arts, Entertainment, and Recreation	10,195	13,388	3,193	5.6%	\$61,812
Public Administration	13,092	12,607	-485	-0.8%	\$61,716
Information	9,681	9,997	316	0.6%	\$77,244
Management of Companies and Enterprises	10,802	9,469	-1,333	-2.6%	\$112,776
Real Estate and Rental and Leasing	8,570	9,151	581	1.3%	\$66,924
Utilities	3,242	3,356	114	0.7%	\$87,936
Agriculture, Forestry, Fishing and Hunting	710	1,202	492	11.1%	\$46,404
Mining, Quarrying, and Oil and Gas Extraction	361	328	-33	-1.9%	\$91,128

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Kansas City Region has higher concentrations in *Transportation Equipment Manufacturing*; *Paper Manufacturing*; *Performing Arts, Spectator Sports, and Related Industries*; *Computer and Electronic Product Manufacturing*; and *Museums, Historical Sites, and Similar Institutions*.



TRANSPORTATION EQUIPMENT MANUFACTURING

2024 Kansas City Region Location Quotients

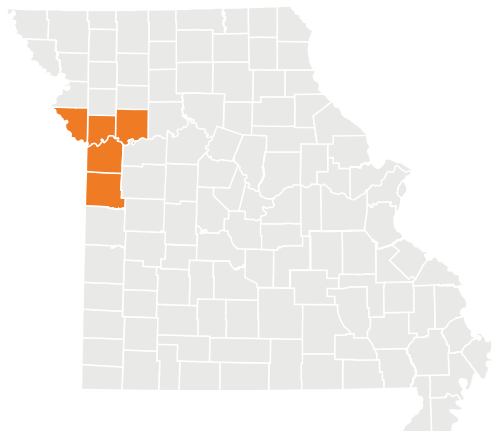
Industry	Employment	Location Quotient
Transportation Equipment Manufacturing	13,987	2.1
Paper Manufacturing	2,293	1.8
Performing Arts, Spectator Sports, and Related Industries	3,632	1.7
Computer and Electronic Product Manufacturing	6,374	1.7
Museums, Historical Sites, and Similar Institutions	1,046	1.6
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	2,730	1.5
Support Activities for Transportation	4,480	1.5
Petroleum and Coal Products Manufacturing	584	1.4
Insurance Carriers and Related Activities	12,774	1.3
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,912	1.3
Printing and Related Support Activities	1,589	1.2
Plastics and Rubber Products Manufacturing	3,154	1.2
Building Material and Garden Equipment and Supplies Dealers	6,062	1.2
Heavy and Civil Engineering Construction	4,984	1.2
Fabricated Metal Product Manufacturing	6,053	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

KANSAS CITY REGION

Projected growth in industry helps to identify future employment needs for an area.

Projections indicate that the largest industry growth in the Kansas City Region between 2022-2032 will be in *Professional, Scientific, and Technical Services*; *Hospitals*; *Total Federal Government Employment*; *Ambulatory Health Care Services*; and *Food and Beverage Retailers*.



Kansas City Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Professional, Scientific, and Technical Services	46,708	60,147	13,439	28.8%
Hospitals	30,800	37,845	7,045	22.9%
Total Federal Government Employment	18,953	21,637	2,684	14.2%
Ambulatory Health Care Services	24,695	26,909	2,214	9.0%
Food and Beverage Retailers	11,318	13,267	1,949	17.2%
Total Self Employed and Unpaid Family Workers, All Jobs	34,285	35,512	1,227	3.6%
General Merchandise Retailers	12,670	13,557	887	7.0%
Real Estate	6,813	7,599	786	11.5%
Support Activities for Transportation	4,571	5,294	723	15.8%
Fabricated Metal Product Manufacturing	5,846	6,188	342	5.9%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings include *Cashiers*; *Home Health and Personal Care Aides*; and *Stockers and Order Fillers*. *Veterinary Assistants and Laboratory Animal Caretakers*; *Refuse and Recyclable Material Collectors*; and *Interviewers, Except Eligibility and Loan* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Miscellaneous Assemblers and Fabricators*; *Cooks, Restaurant*; and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Veterinary Technologists and Technicians*; *Legal Secretaries and Administrative Assistants*; and *Architectural and Civil Drafters* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers*; *Registered Nurses*; and *Accountants and Auditors* are projected to have the most openings. *Architects, Except Landscape and Naval*; *Lawyers*; and *Database Architects* are the fastest growing **Later** occupations.

Kansas City Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

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KANSAS CITY REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Cashiers	13,030	13,742	71	1,288	1,297	2,656	\$29,332
Home Health and Personal Care Aides	★ 12,620	14,257	164	1,075	896	2,135	\$30,325
Stockers and Order Fillers	12,635	13,020	38	798	1,256	2,092	\$36,435
Waiters and Waitresses	★ 9,476	9,659	18	823	1,156	1,997	\$34,844
Retail Salespersons	★ 12,166	11,933	-23	791	954	1,722	\$32,473
NEXT OCCUPATIONS							
Miscellaneous Assemblers and Fabricators	9,513	10,598	108	427	635	1,170	\$46,839
Cooks, Restaurant	6,970	7,099	13	480	574	1,067	\$35,463
Heavy and Tractor-Trailer Truck Drivers	★ 9,412	9,793	38	435	562	1,035	\$50,561
Nursing Assistants	★ 4,985	5,710	72	338	419	829	\$37,306
First-Line Supervisors of Food Preparation and Serving Workers	★ 4,507	4,617	11	230	437	678	\$36,763
LATER OCCUPATIONS							
General and Operations Managers	★ 19,622	20,917	130	505	1,089	1,724	\$81,343
Registered Nurses	★ 15,709	18,601	289	570	353	1,212	\$79,065
Accountants and Auditors	★ 6,722	7,703	98	223	327	648	\$75,163
Elementary School Teachers, Except Special Education	6,683	6,803	12	226	222	460	\$50,064
Business Operations Specialists, All Other	4,126	4,657	53	146	228	427	\$81,776

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Kansas City Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	4,310
Customer Service Representatives	2,790
Laborers and Freight, Stock, and Material Movers, Hand	2,480
Home Health and Personal Care Aides	1,980
Fast Food and Counter Workers	1,960
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	4,630
First-Line Supervisors of Retail Sales Workers	3,310
Maintenance and Repair Workers, General	3,060
Sales Representatives, Wholesale and Manufacturing	2,580
Food Service Managers	2,080
LATER OCCUPATIONS	
Registered Nurses	12,400
General and Operations Managers	2,040
Medical and Health Services Managers	1,920
Project Management Specialists	1,910
Software Developers	1,610

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025